

Dept. of Economic Development Facts – FY '12

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General Information

Address: 200 East Grand Avenue
Des Moines, IA 50309-1819

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 123	# PT EEs: 0	# Temporary EEs: 10	Average Length of Service: 9.95
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Span of Control: 17.43	Total Unemployment Insurance Claims: 20
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	37	<25	0	45-54	2	# of Females:	79	# of Males:	44
25-34	25	55-64	27	25-34	0	55-64	3	% of WF:	64.23%	% of WF:	35.77%
35-44	26	65+	6	35-44	1	65+	1	Average Age:	46.99	Average Age:	45.97
Employee Average Age: 46.62				Supervisor Average Age: 54.66				Average Length of Service: 10.45		Average Length of Service: 9.06	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	9	# of Non-minorities:	110	# African-American:	5	# of "did not respond":	4
% of Workforce:	7.32%	% of Workforce:	89.43%	# Asian/Pacific Island:	3	% of Workforce:	3.25%
Average Age:	41.39	Average Age:	46.88	# Am. Indian/Alaskan:	0	Average Age:	51.38
Average Length of Service:	10.52	Average Length of Service:	9.90	# Hispanic or Latino:	1	Average Length of Service:	10.25

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	4	# of Persons With No Disabilities:	112	# of "did not respond":	7
% of Workforce:	3.25%	% of Workforce:	91.06%	% of Workforce:	5.69%
Average Age:	50.54	Average Age:	46.63	Average Age:	44.32
Average Length of Service:	20.41	Average Length of Service:	9.80	Average Length of Service:	6.39

Officials/Administrators EEO Category 1: 17	Professionals EEO Category 2: 92	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 4	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 8

Separation Rate: 27.20%	Hire Rate: 9.60%	Number Hires: 11	Transfer In: 1
Retirements: 5	All Terminations: 15	Voluntary Quits: 9	Transfer Out: 5

# of Classes Used: 23	Most Populous Classes: Administrative Assistant 4 (28), Administrative Assistant 3 (25), Admin Asst 5 (21)		
Separations - By Class:	Administrative Assistant 3 (6), Administrative Assistant 5 (6), Administrative Assistant 4 (5)		
# Eligible for Retirement:	22 in the next 5 years		% Eligible: 17.89%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$230,472.82	Sick Leave Payouts: \$10,000.00	Annual Payroll: \$9,128,413.13	Avg. Base Salary: \$65,203.31	Overtime Days Worked: 3.8
Overtime Cost: \$781.83	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$606,034.61	Vacation Days Earned: 2,414.0	Vacation Used Expense: \$563,376.16	Vacation Days Taken: 2,231.4	
Sick Leave Days Earned: 2,158.9	Reg. Sick Leave Used Expense: \$163,792.09	Reg. Sick Leave Days Used: 717.8	Converted Sick Leave To Vacation Days Used: 386.4	
Sick Leave -Earned Value: \$518,415.05		Avg. Sick Leave Days Per EE: 5.84	Converted Sick Leave To Vacation Used Expense: \$98,628.44	
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-6,988.80	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$3,102.59	Funeral Days Used: 11.8	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012